

1882

AGREEMENT BETWEEN

THE BOROUGH OF FLORHAM PARK

MORRIS COUNTY

AND

NEW JERSEY STATE POLICEMEN'S BENEVOLENT ASSOCIATION

FLORHAM PARK LOCAL NO. 78

JANUARY 1, 1995 THROUGH DECEMBER 31, 1997

PREAMBLE

This AGREEMENT dated July 1, 1995 and effective the first day of January 1995 by and between the New Jersey State Policemen's Benevolent Association, Florham Park Local No. 78, hereinafter called the Association and the Borough of Florham Park, Morris County, New Jersey, hereinafter called the Borough, is designed to maintain and promote a harmonious relationship between the Borough and the members of the Police Department who are represented by the Association as defined herein concerning conditions of employment, in order that more efficient and progressive public service may be rendered by the Governing Body and to the citizens of Florham Park.

TABLE OF CONTENTS

ARTICLE I	RECOGNITION.....	1
ARTICLE II	ASSOCIATION RIGHTS.....	2
ARTICLE III	NO DISCRIMINATION OR COERCION.....	3
ARTICLE IV	MANAGEMENT RESPONSIBILITIES.....	4
ARTICLE V	GRIEVANCE PROCEDURE AND ARBITRATION.....	5
ARTICLE VI	AGENCY SHOP.....	7
ARTICLE VII	SALARIES AND WAGES.....	11
ARTICLE VIII	LONGEVITY.....	14
ARTICLE IX	SICK AND INJURY LEAVE.....	15
ARTICLE X	VACATIONS.....	20
ARTICLE XI	RETENTION OF BENEFITS.....	22
ARTICLE XII	HEALTH CARE INSURANCE PROGRAM.....	23
ARTICLE XIII	DEATH IN FAMILY.....	25
ARTICLE XIV	OVERTIME.....	26
ARTICLE XV	TUITION AID.....	27
ARTICLE XVI	ALLOWANCES.....	28
ARTICLE XVII	EXTRA DUTY WORK.....	29
ARTICLE XVIII	DISCIPLINE.....	30
ARTICLE XIX	PROHIBITION AGAINST STRIKES.....	31
ARTICLE XX	PERSONAL DAYS.....	32
ARTICLE XXI	TERM OF AGREEMENT.....	33
EXHIBIT I	WAGES.....	34
EXHIBIT II	WAGES/PROGRESSION INCREASES.....	35
EXHIBIT III	BASIC ANNUAL SALARIES.....	36
EXHIBIT III - A	GROSS PAYROLL WAGES.....	37

ARTICLE I
RECOGNITION

Section 1

The Borough recognizes the Association as the exclusive and sole representative for the purpose of collective bargaining with respect to rates of pay, hours of employment and other conditions of employment for all police officers of the Borough Police Department, excluding members above the rank of captain.

Section 2

For the purpose of this Agreement, the term "employee" or "employees" shall mean a member or members of the bargaining unit as set forth in Section 1 of this article.

ARTICLE II
ASSOCIATION RIGHTS

Section 1

The negotiating team for the Association will consist of five (5) members, and the Borough agrees that during any future negotiations up to a maximum of three (3) members of the negotiating team will be given time off, without loss of pay, if it is necessary for them to be absent from regularly scheduled duty to attend a negotiating session.

Section 2

In addition to other time off allowed by New Jersey law, the Association delegate shall be granted ten (10) days off per year, without loss of pay, to engage in official business of the New Jersey State Policemen's Benevolent Association.

ARTICLE III

NO DISCRIMINATION OR COERCION

Section 1

The provisions of this Agreement shall be applied equally with respect to all employees in the bargaining unit without discrimination because of race, color, creed, sex or national origin.

Section 2

The Borough shall not interfere with, coerce, or discriminate against any employee because of membership in the Association or because of any employee engaging in the activities of the Association.

ARTICLE IV
MANAGEMENT AND RESPONSIBILITIES

Section 1

All aspects of the management of the business of the Police Department and the management and direction of department personnel are the exclusive responsibilities of the Borough, except as expressly modified by the terms of this Agreement.

ARTICLE V
GRIEVANCE PROCEDURE AND ARBITRATION

Section 1

The following grievance procedure is established in order to assist both the Borough and the Association in maintaining an amicable and harmonious relationship so as to promote efficient and progressive public service and in order to prevent strife or difficulties which might disrupt the efficient management of and regulation of the Borough Police Department.

Section 2

The following procedure shall be adhered to for purposes of attempting to reach a mutually satisfactory settlement:

Step 1: Any employee having a grievance shall, within ten (10) calendar days after the occurrence of the grievance, submit it in writing to the Chief of Police, stating in detail the nature of the grievance and the remedy requested. Any grievance not filed within (10) calendar days of its occurrence shall be considered void.

Step 2: If the grievance is not resolved at Step 1 within five (5) calendar days after being forwarded in writing to the Chief of Police, it shall be submitted to the Borough Administrator who shall respond to it within a period of time not to exceed ten (10) calendar days.

Step 3: If the grievance is not resolved at Step 2 within ten (10) calendar days after being

forwarded in writing to the Borough Administrator, it shall be submitted to the Mayor and Council or to the Chairman of Public Safety, who shall respond to it within a period of time not to exceed thirty (30) calendar days. The aggrieved member may be represented by an officer or other member of the Association at any or all steps in the above procedure.

Step 4: Within ten (10) calendar days after the Mayor and Council, or the Chairman of Public Safety have submitted an answer in writing to the aggrieved employee, and if the employee is not satisfied with the answer, the Association may have the grievance submitted to arbitration. Additionally, the Borough may also have any grievance submitted to arbitration.

Section 3

If either party to this Agreement demands that an issue or grievance be arbitrated, the parties shall jointly request the American Arbitration Association to submit a list of seven arbitrators from which to make a selection. Each party shall then alternately strike one name from the list until but one name remains. That party shall be the arbitrator of the issue involved. The award of the arbitrator shall be final and binding on all parties to this Agreement. However, that decision shall in no way alter, add to, or delete from any provision of this Agreement. Further, the decision shall not be considered a precedent for future interpretations regarding any of the provisions of this Agreement.

Section 4

All fees and expenses of any arbitrator chosen or selected in accordance with this Article shall be shared equally by the parties to this Agreement.

ARTICLE VI
AGENCY SHOP

Section 1

Purpose of Fee: If an employee covered by this Agreement does not become a member of the P.B.A. during any membership year (i.e., from January 1 to the following December 31) which is covered in whole or in part by this Agreement, said employee will be required to pay a representation fee to the P.B.A. for that membership year. The purpose of this fee will be to offset the employee's per capita cost of services rendered by the P.B.A. as majority representative.

Section 2

Amount of Fee

a. Notification

Prior to the beginning of each membership year, the P.B.A. will notify the Borough in writing of the amount of the regular membership dues, initiation fees and assessments charged by the P.B.A. to its own members for that membership year. The representation fee to be paid by nonmembers will be equal to 85% of that amount.

b. Legal Maximum

In order to adequately offset the per capita cost of services rendered by the P.B.A. as majority representative, the representation fee should be equal in

amount to the regular membership dues, initiation fees and assessments charged by the P.B.A. to its own members, and the representation fee has been set at 85% of that amount solely because that is the maximum presently allowed by law. If the law is changed in this regard, the amount of the representation fee automatically will be increased to the maximum allowed, said increase to become effective as of the beginning of the membership year immediately following the effective date of the change.

Section 3

Deduction and Transmission of Fee:

a. Notification:

Once during each membership year covered in whole or in part by this Agreement, the P.B.A. will submit to the Borough a list of those employees who have not become members of the P.B.A. for the then current membership year. The Borough will deduct from the salaries of such employees, in accordance with paragraph "b" below, the full amount of the representation fee and promptly will transmit the amount so deducted to the P.B.A.

b. Payroll Deductions Schedule:

The Borough will deduct the representation fee in equal installments, as nearly as possible, from the paychecks paid to each employee on the aforesaid list during the remainder of the membership year in questions and until such time as a new Agreement is executed. The deductions will begin with the first paycheck paid:

- (1) 10 days after receipt of the aforesaid list by the Borough; or
- (2) 20 days after the employee begins his or her employment in a bargaining unit position, unless the employee previously served in a bargaining unit position and continued in the employ of the Borough in a non-bargaining unit position or was on lay-off, in which event the deductions will begin with the first paycheck paid 10 days after the resumption of the employment in a bargaining unit position, whichever is later.

c. Termination of Employment

If an employee who is required to pay a representation fee terminates his or her employment with the Borough before the P.B.A. has received the full amount of the representation fee to which it is entitled under this Article, the Borough will deduct the unpaid portion of the fee from the last paycheck paid to said employee during the membership year in question.

d. Mechanics

Except as otherwise provided in this Article, the mechanics for the deduction of representation fees and the transmission of such fees to the P.B.A. will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the P.B.A.

e. Changes

The P.B.A. will notify the Borough in writing of any changes in the list provided for in paragraph "a" above and/or the amount of the representation fee, and such changes will be reflected in any deductions made more than 10 days after the

Borough received said notice,

f. New Employees

On or about the last day of each month, beginning with the month this Agreement becomes effective, the Borough will submit to the P.B.A., a list of all employees who began their employment in a bargaining unit position during the preceding 30 day period. The list will include names, job titles and dates of employment for all such employees.

Section 4

The P.B.A. agrees to establish and maintain a "demand and return" system whereby employees who are required to pay the representation fee in lieu of dues may demand the return of the "pro rata share", if any, subject to refund in accordance with the provisions of N.J.S.A. 34:13A-5.4, as amended. The demand and return system shall also provide that employees who pay the representation fee in lieu of dues may obtain review of the amount paid through full and fair proceedings placing the burden of proof on the P.B.A. Such proceeding shall provide for an appeal be either the P.B.A. or the employee to the review board established for such purposes by the Governor in accordance with N.J.S.A. 34: 13A-5.4, as amended.

ARTICLE VII
SALARIES AND WAGES

Section 1

During the term of this Agreement, the salaries of present employees shall be in accordance with the schedules set forth in Exhibits I, II, III and III - A.

Annual increases in salary are predicated upon satisfactory job performance. The Chief of Police will make periodic performance evaluations known to individual employees at the time the evaluations are made. If any employee's performance during the preceding year is judged to be substandard on the basis of specific and supportable evidence, the upward adjustment of his salary on January 1st, of the following calendar year may be delayed for up to three months.

Section 2

Minimum and Maximum Basic Annual Salaries

The Table of Minimum and Maximum Basic Annual Salaries by title effective January 1, 1995, January 1, 1996 and January 1, 1997 is contained in Exhibit I attached hereto.

Section 3

Progression Increases

Those employees on the active payroll on the effective date of this Agreement who are not at maximum salary as provided for in Exhibit I shall receive increases in accordance with the progression table contained in Exhibit II attached hereto.

Section 4

Basic Annual Salaries

The basic annual salaries for each employee, subject to their continued employment in the positions indicated effective January 1, 1995, January 1, 1996 and January 1, 1997 are set forth in Exhibit III attached hereto.

Section 5

Promotional Increases:

Any employee promoted from Patrolman to Sergeant, Sergeant to Lieutenant, Lieutenant to Captain, shall receive the basic annual salary of the new position in effect for the calendar year beginning on the dates shown below for that portion of the year in which the promotion occurs.

Promotion	Jan. 1, 1995	Jan. 1, 1996	Jan. 1, 1997
Patrolman to Sergeant	55,241.00	57,451.00	59,749.00
Sergeant to Lieutenant	60,452.00	62,870.00	65,385.00
Lieutenant to Captain	64,864.00	67,459.00	70,157.00

Section 6

Detective Bureau

All employees assigned to the division of investigation shall, in lieu of overtime, receive supplemental compensation in addition to their basic salary in accordance with the following schedule:

Patrolman and Sergeants	\$2,250.00
Lieutenants	\$2,500.00

These amounts will be paid on a pro-rated basis and shall be included in their regular paychecks.

Section 7

Wage Effective Dates

The effective date of all progression and promotional increases shall be determined as follows:

START DATE	EFFECTIVE DATE
1st - 15th day of month	1st of the month in which employee began work
16th - 31st day of month	1st of month following month in which employee began work

ARTICLE VIII

LONGEVITY

Section 1

Length of Service Payment

All employees shall receive Length of Service Payments in accordance with the following schedule:

LENGTH OF SERVICE	PAYMENTS
5 Years	\$400.00
10 Years	\$700.00
15 Years	.0025 x Base Annual Salary As of January 1 x 15 Years
20 Years	.0025 x Base Annual Salary As of January 1 x 20 Years

Length of Service payments shall be limited to the following amounts during the term of this Agreement:

5 Years	\$400.00
10 Years	\$700.00
15 Years	\$1,300.00
20 Years	\$1,725.00

ARTICLE IX
SICK AND INJURY LEAVE

Section 1

The following definitions shall apply to this article:

(a) Excused Absence: Absence by reason of illness, injury or hardship in immediate family which a department head has authorized for three days or less; or for which employee presents a physician's certificate that employee was unable to perform his duties, for a period longer than three days; on documentary evidence of family hardship.

The Borough reserves the right to require an examination by its own doctor.

(b) Injury Leave: Excused absence granted by reason of injury sustained on the job which is not the result of the employee's misconduct. Self inflicted injury is not excusable.

(c) Loss of Time Benefit: Compensation payable after the first month of excused absence, or after accumulated sick leave is exhausted, whichever occurs first. It is credited to employees after the beginning of their second year of employment with the Borough.

(d) Sick Leave: Excused absence granted by reason of illness or injury; it also includes absence due to death or serious illness in employee's immediate family (parents, spouse or children) such that the employee's presence is required to alleviate hardship. Self inflicted injury is not excusable.

(e) Maternity Leave for Female Employees: Any permanent full-time employee who becomes pregnant is entitled to continue in her employment as long as she is able, in the opinion of the Borough, to perform the duties of her job satisfactorily. She may take maternity leave at a time deemed appropriate by her in conjunction with and confirmed in written Certification from her attending physician. A Request for Maternity Leave shall be handled in the same way as any other request for sick leave. A request for a leave of absence without pay for time off for an employee who may desire the leave for purposes of child care after the birth shall be handled in the same way as any other request for a leave of absence without pay.

Section 2

Calculation and Accumulation

- (a) Each officer covered by this Agreement shall accumulate sick leave at the rate of one day of each month of employment, or major part thereof. The total maximum accumulation of sick leave shall be 150 days calculated from date of current continuous employment.
- (b) Injury Leave - An employee injured in the line of duty, officially assigned by the Chief of Police, or, if off duty, while carrying out his legal obligations as an officer or the law, who is, as a result, temporarily disabled, and unable to perform his job, shall be entitled to maximum benefits under the Borough's policy granting injury leave, regardless of his length of service with the Police Department. The employee shall be entitled to full pay while temporarily disabled until he is able to return to work as

determined by the Borough's Worker's Compensation Physician. Any Worker's Compensation payments will be offset against the amount due hereunder.

(c) Each employee covered by this Agreement shall earn loss of time benefits at the rate of 2 months for every year of employment after the first year, which benefits shall be in addition to sick leave accumulation. Such loss of time benefit may be accumulated to a maximum of 1 year.

Section 3

Payments

(a) To the extent that sick leave and loss of time benefits have accumulated, they will be paid to employees for excused absences due to illness or injury, provided, that where Worker's Compensation payments are received, the leave and loss of time benefit will be adjusted so that total compensation from both sources is equal to sick leave or loss of time entitlement. Worker's Compensation payments from both sources will equal injury leave entitlement.

(b) An employee whose absence is not excused will forfeit an equal amount of vacation time, or if he/she has no accumulated vacation time, he/she will not be paid for such absence.

(c) Sick and off-duty injury leave are compensable at full pay for the total number of accumulated days. Loss of time benefit is two-thirds of the employee's pay, or two hundred fifty (\$250) dollars per week, whichever is lesser for the total number of accumulated days.

(d) Payments will be made for injury, sick leave and loss of time benefit in that order.

Payment for injury leave will not reduce an employee's sick leave entitlement.

(e) (1) In the event that an employee with at least five years of service retires, is permanently laid off, or voluntarily leaves the service of the Borough after having given appropriate notice of his intention to do so, he shall be entitled to receive, at this regular straight-time rate of pay, one-half of his accumulated sick leave up to a maximum of sixty (60) days. The maximum amounts payable (in cash or its equivalent in days off) under this section shall be as follows:

Patrolman	\$12,200.00
Sergeant	\$14,000.00
Lieutenant	\$15,000.00
Captain	\$16,000.00

In the case of retirement, at least 90 days' advance notice must be given to the Borough as to the employee's election to receive his sick-time entitlement in the form of a single cash payment, subject to all required deductions, or in a corresponding number of off-duty days.

(2) Except as provided in paragraph (1) of this subsection, unused sick leave, injury leave and loss-of-time benefits are not compensable when an employee is separated for cause.

(f) The Borough reserves the right at any time to re-examine any employee to whom payments for excused absence are being made. If the Borough physician, or the Borough insurance company's physician, certifies that any such employee is capable of performing the duties of his position, such employee's excused absence will be terminated as of the date the employee became capable of performing his duties.

ARTICLE X

VACATIONS

- A. Vacations with pay are authorized for each calendar year to all permanent (i.e., not probationary) full-time employees, subject to the following conditions of service:
- (1) One (1) through four (4) years' continuous service: ten (10) workdays.
 - (2) Five (5) through ten (10) years' continuous service: fifteen (15) workdays.
 - (3) Eleven (11) through twenty (20) years' continuous service: twenty (20) workdays.
 - (4) Twenty-one (21) and more years' continuous service: twenty-five (25) workdays.
 - (5) For determination of the years of continuous services as used in Subsection A(2) through (4), anniversary dates of initial continuous employment up through June 30 may be counted as beginning on January 1.
 - (6) Less than one (1) year's continuous service:
 - (a) New employees hired on or after April 1 of the current year: none.
 - (b) New employees hired between October 1 of the prior year and March 31 of the current year: one (1) week, provided that an employee may not begin a vacation until he has completed six (6) months' continuous employment, with exception only when approved by the Chief of Police.
 - (c) New employees hired prior to October 1 of the prior year: two (2) weeks, provided that any employee may not begin the second week of his vacation prior to completing a full year of continuous employment, with exception only when approved by the Chief of Police.

- B. Vacations must be taken during the calendar year and cannot be accumulated except when an employee, for reasons beyond his control, cannot take a vacation scheduled at year end (e.g., illness, jury duty, etc.). In such a case, the vacation may be rescheduled in the following calendar year, but not consecutively with his regular vacation for that year unless it is in the best interest of the borough to do so.
- C. An employee who retires or resigns in good standing will be compensated for any unused, earned vacation. The borough will not compensate employees for unearned vacation time.
- D. Vacation time is computed on years of continuous service. Exception may be made where a break in such service is job- or health-related.
- E. A person must have three (3) years' continuous service of employment before any vacation credit is to be given after a break in the employment service.
- F. Upon notice of intent to retire, a police officer may choose to carry two weeks vacation time into the year of his/her anticipated retirement from the previous year. If the police officer chooses to do so, the officer's total vacation entitlement in the year of retirement must be used at one time immediately prior to the date of retirement. If the police officer changes his/her mind in the year of his/her retirement and decides not to retire, he/she will not be entitled to use, or be paid for, the two weeks carried over from the previous year.

ARTICLE XI
RETENTION OF BENEFITS

All practices and benefits presently in effect in the Borough relating to the plans listed below shall continue without change:

- (a) Police and Firemen's Retirement System
- (b) Holidays
- (c) Forty-hour work week
- (d) Uniform and Equipment Issue
- (e) Any additional benefits granted to all Borough employees shall be granted to employees of the Police Department.

ARTICLE XII
HEALTH CARE INSURANCE PROGRAM

Section 1

All practices and benefits in effect as of January 1, 1995 relating to the Connecticut General Life Insurance Company (CIGNA) Medical and Dental expense plans shall continue in effect and the Borough will pay the entire premium cost for active members and eligible dependents of PBA Local No. 78 hired prior to January 1, 1998.

Section 2

Employees hired on and after January 1, 1998 will share in the Borough's premium costs for such coverage beginning on that date in the following manner:

Should total premium charges incurred by the Borough at any time during 1998 and any subsequent year thereafter exceed 125% of the cost of such coverage for the year 1997, those employees will be required to pay during the entire term of their employment 20% of the difference between the actual increased premium costs and 125% of the 1997 premium cost for the same coverage.

Section 3

In accordance with N.J.A.C. 52:14-17.38 the Borough agrees to pay the premium or periodic charges for medical expense coverage provided to all eligible retired employees as described in Sections 1 and 2 above, up to the age of 65, and their dependents covered under the Medical program, but not including survivors, if such employees retired from a State or locally administered retirement system on a benefit based on 25 years or more of service credited in such retirement system, excepting the

employees who elected deferred retirement, but including the employees who retired on disability pensions based on fewer years of service credited in such retirement system and also to reimburse such retired employees for their premium charges under Part B of the Federal Medicare Program covering the retired employees and their spouses.

Section 4

Medical and Dental expense coverage in place at the time any employee is killed while carrying out authorized duty assignments or, if off duty, while carrying out legal obligations as an officer of the law and which loss of life shall entitle full survivor's benefits under the New Jersey Police and Firemen's Retirement System, shall be extended at Borough expense to members of the officer's immediate family receiving such benefits prior to the officer's death until such coverage becomes available through re-marriage or from another source, but under no circumstances for a period longer than 12 months from the officer's date of death.

ARTICLE XIII

DEATH IN FAMILY

When a death occurs in an employee's family he or she shall be permitted to take personal time off without loss of pay as follows:

- (a) When the decedent is a spouse, child, parent, brother, sister or relative residing in the employee's home, an employee shall be permitted to take personal time off with pay to a maximum of three (3) days.
- (b) When the decedent is a legal or blood relative of the employee he or she shall be permitted to take time off with pay up to a maximum of one (1) day.

ARTICLE XIV

OVERTIME

All employees with the title of Patrolman or Sergeant, excluding Patrolmen or Sergeants assigned to the Detective Bureau, shall be paid at a rate equal to one and one-half times hourly rate for all time worked in excess of a normal tour work week.

All such employees may be offered compensatory time off but may not be forced to accept compensatory time off in lieu of payment for overtime hours worked.

All other employees may be granted compensatory time off for overtime hours worked at the discretion of the Chief of Police.

In the event that an employee is called in during off-duty time, he shall receive overtime at a rate equal to one and one-half times his hourly rate for a minimum of two (2) hours.

ARTICLE XV

TUITION AID

The Borough shall grant tuition aid payments equal to amounts paid by the employee up to a maximum of \$75.00 per credit for courses of study at the undergraduate (Bachelors) and graduate level (Masters) for courses of study providing degree credit in the field of Police Science including courses which must be completed as a requirement to receiving a degree in Police Science in accordance with the following:

- (a) Tuition aid shall be limited to 20 credits hours or \$750.00 per school year.
- (b) Payment will be made by the Borough after having received satisfactory proof of such academic fees having been expended (e.g., a copy of the receipted tuition bill).
- (c) Tuition and payments shall be granted only in those cases where the grade attained is a "C" (or equivalent) or better.
- (d) Where other sources of tuition aid are available, the Borough shall reimburse the employee for the difference, if any, between the primary reimbursement and the total tuition costs subject to the limitations outlined in (a).
- (e) In the event an employee leaves the employ of the Borough anytime within five (5) years after having received a degree in Police Science under the Borough's tuition aid plan, all such monies shall be refunded by the employee.

ARTICLE XVI

ALLOWANCES

1. A payment of \$250.00 for a uniform cleaning allowance shall be paid in a single lump sum to each employee at a mutually agreeable time, not later than July 31, and not earlier than April 1, of each contract year.

2. A shoe allowance not to exceed \$100.00 per member for each contract year shall be reimbursed to the purchaser upon presentation of acceptable documentation.

ARTICLE XVII

EXTRA DUTY WORK

Police officers may engage in extra duty work beyond their regularly scheduled working hours. Extra duty work is defined as part-time police work performed other than during a regularly scheduled tour of duty by employees for person or persons other than the Borough of Florham Park, the County of Morris or other County or New Jersey Governmental Agency.

This extra duty work may be performed for business or persons other than the Borough of Florham Park, the County of Morris or other County or New Jersey State Governmental Agencies.

The Borough, however, while not guaranteeing the payment of monies due for the extra work performed, does agree to bill the employer on behalf of employees at the appropriate hourly rate. All such monies received, net of a fee to cover administrative costs to the Borough, shall then be remitted to the proper officer. All extra work performed for the Borough of Florham Park by employees in excess of their regularly scheduled tour of duty shall be considered overtime and shall be compensated in accordance with the terms of this Agreement as provided for under Article VII and Article XIII, including employees assigned to the Division of Investigation while fulfilling uniformed duty assignments.

ARTICLE XVIII

DISCIPLINE

The Borough shall not discipline, suspend, or discharge any employee without just cause.

In carrying out any disciplinary action the Borough shall not violate any statutes or administrative rules of the State of New Jersey in effect at the time.

An employee who is disciplined or discharged shall be entitled to a statement in writing outlining the reasons for such actions.

ARTICLE XIX

PROHIBITION AGAINST STRIKES

During the term of this Agreement, the Association agrees that there shall be no strike of any kind, slow-down, sit-down, stay-in, sick-in, or any other type of interference or restriction imposed upon the Borough's business or upon the efficient and dedicated performance of duty as a member of the Borough Police Department. In case of unauthorized activity of the type described herein, the Borough may impose such disciplinary action or punitive action as may be necessary, and may take action to suspend or discharge any employee who violates this section or who may be directly or indirectly involved in such a violation.

ARTICLE XX
PERSONAL DAYS

Each employee covered by this Agreement shall receive one (1) personal leave day per year without loss of pay. In addition, he may elect to take a second personal leave day per year which, if taken, shall be subtracted from his accumulated sick leave days.

ARTICLE XXI
TERM OF AGREEMENT

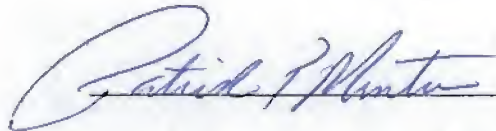
Section 1

This Agreement shall become effective as of January 1, 1995 and shall remain in full force and effect until December 31, 1997 or until a new Agreement is executed.

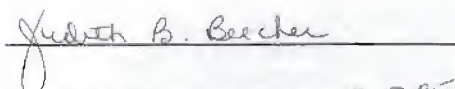
IN WITNESS WHEREOF, the Borough has caused this instrument to be signed by its Mayor, attested to by its Clerk, and its official seal to be hereto affixed and the Association has caused these presents to be signed by its duly appointed representatives the day and year first above written.



Mayor

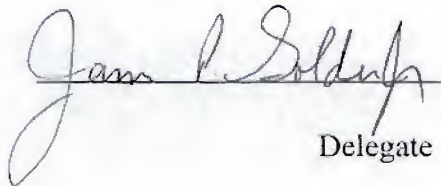


President



Judith B. Beecher, Clerk

7-17-95



Delegate

EXHIBIT 1

WAGES

Title	Effective Date	Minimum Base Annual Hiring Rate	Maximum Basic Annual Rate
Patrolman	January 1, 1995	\$25,072.00	\$49,723.00
	January 1, 1996	\$26,075.00	\$51,712.00
	January 1, 1997	\$27,118.00	\$53,780.00
Sergeant	January 1, 1995	N/A	\$55,241.00
	January 1, 1996	N/A	\$57,451.00
	January 1, 1997	N/A	\$59,749.00
Lieutenant	January 1, 1995	N/A	\$60,452.00
	January 1, 1996	N/A	\$62,870.00
	January 1, 1997	N/A	\$65,385.00
Captain	January 1, 1995	N/A	\$64,864.00
	January 1, 1996	N/A	\$67,459.00
	January 1, 1997	N/A	\$70,157.00

EXHIBIT II

WAGES

PROGRESSION INCREASES FOR EMPLOYEES ENGAGED SUBSEQUENT TO DECEMBER 31, 1992

	January 1, 1995	January 1, 1996	January 1, 1997
Minimum Basic Annual Hiring Rate:	\$25,072.00	\$26,075.00	\$27,118.00
After Completion of 1 Full Yr. of Continuous Service:	\$30,002.00	\$31,203.00	\$32,451.00
After Completion of 2 Full Yrs. of Continuous Service:	\$34,932.00	\$36,330.00	\$37,783.00
After Completion of 3 Full Yrs. of Continuous Service:	\$39,862.00	\$41,457.00	\$43,115.00
After Completion of 4 Full Yrs. of Continuous Service:	\$44,792.00	\$46,585.00	\$48,447.00
After Completion of 5 Full Yrs. of Continuous Service:	\$49,723.00	\$51,712.00	\$53,780.00

PROGRESSION INCREASES FOR EMPLOYEES ENGAGED PRIOR TO JANUARY 1, 1998

Name	Effective Date	INCREASE		
		1995	1996	1997
R. Treiber	February 1	\$4,930.00	\$5,127.00	\$5,332.00
C. Core	February 1	\$4,930.00	\$5,127.00	\$5,332.00
G. Johnstone	February 1	\$4,930.00	\$5,127.00	\$5,332.00
W. Bird	February 1	\$4,930.00	\$5,127.00	\$5,332.00
D. Rubelowsky	August 1	\$4,930.00	\$5,127.00	\$5,332.00
S. Forlenza	August 1	\$4,930.00	\$5,127.00	\$5,332.00
M. Gatzke	February 1	-0-	\$5,128.00	\$5,332.00
C. Keller	February 1	-0-	\$5,128.00	\$5,332.00
S. McCafferty	February 1	-0-	\$5,128.00	\$5,332.00
M. Voitcu	February 1	-0-	\$5,128.00	\$5,332.00

EXHIBIT III **BASIC ANNUAL SALARIES**

NAME	RANK	1995	1996	1997
Treiber, J.	Capt.	\$64,864.00	\$67,459.00	\$70,157.00
Bundschuh	Lieut.	\$60,452.00	\$62,870.00	\$65,385.00
Smith	Lieut. (D)	\$62,952.00*	\$65,370.00*	\$67,885.00*
Kelly	Sgt.	\$55,241.00	\$57,451.00	\$59,749.00
Chapman	Sgt.	\$55,241.00	\$57,451.00	\$59,749.00
Wysocki	Sgt.	\$55,241.00	\$57,451.00	\$59,749.00
Forlenza, J.	Sgt. (D)	\$57,491.00**	\$59,701.00**	\$61,999.00**
Morrison	Sgt.	\$55,241.00	\$57,451.00	\$59,749.00
Wallo	Ptl.	\$49,723.00	\$51,712.00	\$53,780.00
Williams	Ptl.	\$49,723.00	\$51,712.00	\$53,780.00
Connolly	Ptl.	\$49,723.00	\$51,712.00	\$53,780.00
Murphy	Ptl.	\$49,723.00	\$51,712.00	\$53,780.00
Cocozza	Ptl. (D)	\$51,973.00**	\$53,962.00**	\$56,030.00**
Bianco	Ptl.	\$49,723.00	\$51,712.00	\$53,780.00
Solden	Ptl.	\$49,723.00	\$51,712.00	\$53,780.00
Stewart	Ptl.	\$49,723.00	\$51,712.00	\$53,780.00
Yannuzzi	Ptl.	\$49,723.00	\$51,712.00	\$53,780.00
Garcia	Ptl.	\$49,723.00	\$51,712.00	\$53,780.00
Montuore	Ptl.	\$49,723.00	\$51,712.00	\$53,780.00
Treiber, R.	Ptl.	\$30,002.00 >\$34,932.00	\$36,330.00 >\$41,457.00	\$43,115.00 >\$48,447.00
Core	Ptl.	\$25,072.00 >\$30,002.00	\$31,203.00 >\$36,330.00	\$37,783.00 >\$43,115.00
Johnstone	Ptl.	\$25,072.00 >\$30,002.00	\$31,203.00 >\$36,330.00	\$37,783.00 >\$43,115.00
Bird	Ptl.	\$25,072.00 >\$30,002.00	\$31,203.00 >\$36,330.00	\$37,783.00 >\$43,115.00
Rubelowsky	Ptl.	\$25,072.00 >\$30,002.00	\$31,203.00 >\$36,330.00	\$37,783.00 >\$43,115.00
Forlenza S.	Ptl.	\$25,072.00 >\$30,002.00	\$31,203.00 >\$36,330.00	\$37,783.00 >\$43,115.00
Gatzke	Ptl.	>\$25,072.00	\$26,075.00 >\$31,203.00	\$32,451.00 >\$37,783.00
Keller	Ptl.	>\$25,072.00	\$26,075.00 >\$31,203.00	\$32,451.00 >\$37,783.00
McCafferty	Ptl.	>\$25,072.00	\$26,075.00 >\$31,203.00	\$32,451.00 >\$37,783.00
Voitcu	Ptl.	>\$25,072.00	\$26,075.00 >\$31,203.00	\$32,451.00 >\$37,783.00

*Includes \$2,500 Detective Increment

**Includes \$2,250 Detective Increment

>Effective on Employment Anniversary Date

EXHIBIT III - A
GROSS PAYROLL WAGES

NAME	1995	1996	1997
Treiber, J.	66,589	69,184	71,882
Bundschuh, R	62,177	64,595	67,110
Smith, R.	64,677	67,095	69,610
Kelly, R.	56,966	59,176	61,474
Chapman, K.	56,966	59,176	61,474
Wysocki, B.	56,966	59,176	61,474
Forlenza, J.	58,791	61,001	63,299
Morrison, J.	55,941	58,151	61,049
Wallo, E.	51,023	53,012	55,080
Williams, E.	51,023	53,012	55,080
Connolly, P.	50,423	52,412	55,080
Murphy, M.	50,423	52,412	54,480
Cocozza, E.	52,673	54,662	56,730
Bianco, L.	50,123	52,412	54,480
Solden, J.	50,123	52,112	54,480
Stewart, K.	50,123	52,112	54,180
Yannuzzi, F.	50,123	52,112	54,180
Garcia, M.	50,123	52,112	54,180
Montuore, P.	50,123	52,112	54,180
Treiber, R.	34,521	41,030	48,003
Core, C.	29,591	35,903	42,671
Johnstone, G.	29,591	35,903	42,671
Bird, W.	29,591	35,903	42,671
Rubelowsky, D.	27,126	33,339	40,005
Forlenza, S.	27,126	33,339	40,005
Gatzke, M.	23,492	30,776	37,339
Keller, C.	23,492	30,776	37,339
McCafferty, S.	23,492	30,776	37,339
Voitcu, M.	23,492	30,776	37,339

1. Subject to continued employment without changes in rank and assignments.
2. Wages include Longevity, Detective Increments and Step increases where applicable.